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Attorney General of Hawaii

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HAWAII
LABOR RELATIONS BOARD

Attorneys for Director of Labor
and Industrial Relations

STATE OF HAWAII

HAWAII LABOR RELATIONS BOARD

In the Matter of DIRECTOR,) CASE NO. OSH 2004-5
DEPARTMENT OF LABOR AND) (Inspection No. 307257089)
INDUSTRIAL RELATIONS,)
Complainant,) STIPULATION AND SETTLEMENT
vs.) AGREEMENT; EXHIBIT A; APPROVAL
) AND ORDER
)
)
HUALALAI HOTEL CORP., dba)
FOUR SEASONS RESORT HUALALAI,)
Respondent.)
)

STIPULATION AND SETTLEMENT AGREEMENT

Complainant, Director of Labor and Industrial
Relations ("Director"), and Respondent, HUALALAI HOTEL CORP.,
dba FOUR SEASONS RESORT HUALALAI ("Respondent"), having reached
a settlement of the above-captioned contested case presently
pending before the Hawaii Labor Relations Board ("Board")
stipulate and agree as follows:

On or about April 6, 2004 through April 7, 2004, the Director, by and through the State of Hawaii's Occupational Safety and Health Division ("HIOSH"), inspected Respondent's workplace located at 100 Ka'upulehu Drive, Kailua Kona, Hawaii 96740.

As a consequence of said inspection, the Director, through HIOSH's Administrator, issued a Citation and Notification of Penalty on May 4, 2004 ("Citation") to Respondent alleging violations of the Hawaii Occupational Safety and Health Standards and assessed an aggregate penalty of \$4,675.00. See Exhibit A.

Respondent timely contested the Citation.

THEREFORE, to avoid the expense of litigation and to compromise and settle the above-captioned case, the parties, by and through their respective representatives, stipulate and agree as follows:

1. The Board has jurisdiction over this contested case pursuant to Hawaii Revised Statutes ("HRS") §396-11.

2. At all relevant times, Respondent maintained a workplace at 100 Ka'upulehu Drive, Kailua Kona, Hawaii 96740 on April 6, 2004 through April 7, 2004.

3 At all relevant times, Respondent was an employer, as defined in HRS §396-3, and employed employees, as defined in HRS § 396-3, and was therefore subject to the requirements of HRS chapter 396, the Hawaii Occupational Safety and Health Law.

4. Respondent agrees that it has or will abate each violation listed in the Citation in compliance with the abatement requirements under Hawaii Administrative Rule § 12-51-22.

5. Respondent accepts the following Citations and their respective characterizations: See Exhibit A:

a. Citation 1 Item 1, a Serious violation of 29 CFR 1910.242(b) for exposing employees to being struck by flying materials and emoblism injuries while using compressed air measured at 90 pounds per square inch (psi) for cleaning purposes.

b Citation 1 Item 2, a Serious violation of 29 CFR 1910.212(a)(1) for not providing one or more methods of machine guarding for a 5-quart Hobart bowl mixer, a 20-quart Hobart bowl mixer, and a 60-quart Hobart bowl mixer which could prevent employees from getting any part of their extremities caught in or struck by the rotating mixing blade.

c. The aggregate penalty of \$4,675.00 is reduced to \$1,000.00 which shall be paid in full to the Director of Budget and Finance upon the execution of this Agreement.

6. Except for the stipulated amendments described above, the Citation is confirmed in all other respects and upon approval by the Board, this Agreement and the Citation, as amended, shall become a final order of the Director.

7. Respondent shall post a copy of this Agreement and Order in a prominent place at or near the location of the posting of the Citation, and the Agreement and Order shall remain posted for three working days (excluding weekends and State holidays).

8. Respondent shall continue to comply with HRS chapter 396, the Hawaii Occupational Safety and Health Law, and the related rules.

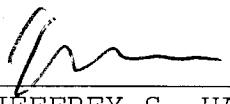
9. By entering into this Agreement, Respondent does not admit that it violated the cited standards of Citation 1 Item 1 and Citation 1 Item 2 for any litigation or purpose other than proceedings under the Hawaii Occupational Safety and Health Law for similar and subsequent violations occurring at Respondent's worksite at 100 Ka'upulehu Drive, Kailua Kona, Hawaii 96740.


10. Unless otherwise provided by this Agreement, nothing in this Agreement shall bar the Director from taking any action regarding future acts or practices by Respondent which may be alleged to violate HRS chapter 396, the Hawaii Occupational Safety and Health Law, or the related rules.

DATED: Honolulu, Hawaii, October 6, 2004.

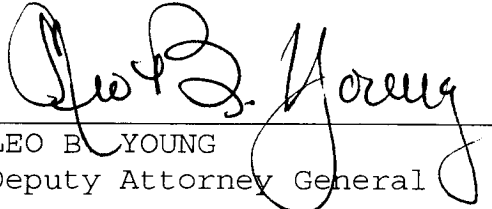
APPROVED AS TO FORM:


HUALALAI HOTEL CORP. dba
FOUR SEASONS RESORT HUALALAI


JEFFREY S. HARRIS, Esquire
Attorney for Respondent

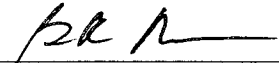

NELSON B. BEFITELE
Director Of Labor And
Industrial Relations
State of Hawaii

APPROVED AS TO FORM:


LEO B. YOUNG
Deputy Attorney General

APPROVED AND SO ORDERED BY
HAWAII LABOR RELATIONS BOARD:

ORDER NO. 110



BRIAN K. NAKAMURA, Chairperson



CHESTER C. KUNITAKE, Member



KATHLEEN RACUYA-MARKRICH, Member

State of Hawaii

Department of Labor and Industrial Relations
HAWAII OCCUPATIONAL SAFETY AND HEALTH DIVISION
830 PUNCHBOWL STREET, ROOM 425
Honolulu, HI 96813
Phone: (808) 586-9110 FAX: (808) 586-9104



Certified Number: 7003 3110 0003 5610 2598

Citation and Notification of Penalty

To:

Hualalai Hotel Corp
and its successors
P O Box 1269
Kailua Kona, HI 96745

Inspection Number: 307257089 Charles Clark

Inspection Date(s): 04/06/2004 - 04/07/2004
Issuance Date: 05/04/2004
OSHCO ID: X8851
Optional Report No.: 04404

Inspection Site:

100 Ka'upulehu Dr
Kailua Kona, HI 96740

The violation(s) described in this Citation and Notification of Penalty is (are) alleged to have occurred on or about the day(s) the inspection was made unless otherwise indicated within the description given below.

This Citation and Notification of Penalty describes violations of the Hawaii Occupational Safety and Health Law. The penalty(ies) listed herein is (are) based on these violations. You must abate the violations referred to in this Citation by the dates listed and pay the penalties, unless within 20 calendar days from your receipt of this Citation and Notification of Penalty, you mail a notice of contest to the State of Hawaii Occupational Safety and Health Division (HIOSH) at the address shown above. Please refer to the enclosed booklet (Employer Rights and Responsibilities Following a HIOSH Inspection) which outlines your rights and responsibilities and which should be read in conjunction with this form. Issuance of this Citation does not constitute a finding that a violation of the law has occurred unless there is a failure to contest as provided for in the law or, if contested, unless this Citation is affirmed by the Hawaii Labor Relations Board (HLRB) or a court.

Posting - The law requires that a copy of this Citation and Notification of Penalty be posted immediately in a prominent place at or near the location of the violation(s) cited herein, or, if it is not practicable because of the nature of the employer's operations, where it will be readily observable by all affected employees. This Citation must remain posted until the violation(s) cited herein has (have) been abated, or for 3 working days (excluding weekends and State holidays), whichever is longer. The penalty dollar amounts need not be posted and may be marked out or covered up prior to posting.

Informal Conference - An informal conference is not required. However, if you wish to have such a conference you may request one with the Administrator during the 20 calendar day contest period. During such an informal conference, you may present any evidence or views which you believe would support an adjustment to the citation(s) and/or penalty(ies).

If you are considering a request for an informal conference to discuss any issues related to this Citation and Notification of Penalty, you must take care to schedule it early enough to allow time to contest after the informal conference, should you decide to do so. Please keep in mind that a written letter of intent to contest must be submitted to the Administrator within 20 calendar days of your receipt of this Citation. The running of this contest period is not interrupted by an informal conference.

If you decide to request an informal conference, please complete, remove and post the page 4, Notice to Employees, next to this Citation and Notification of Penalty as soon as the time, date, and place of the informal conference have been determined. Be sure to bring to the conference any and all supporting documentation of existing conditions as well as any abatement steps taken thus far. If conditions warrant, we can enter into an informal settlement agreement which amicably resolves this matter without litigation or contest.

Employers' Right to Contest - You have the right to contest this Citation and Notification of Penalty. You may contest all citation items or only individual items. You may also contest penalties and/or abatement dates without contesting the underlying violations. Unless you inform the Administrator in writing that you intend to contest the citation(s) and/or penalty(ies) within 20 calendar days after receipt, the citation(s) and the penalty(ies) will become a final order of the Department of Labor and Industrial Relations and may not be reviewed by any court or agency. Once a letter of contest is received, it becomes the jurisdiction of the HLRB.

Penalty Payment - Penalties are due within 20 calendar days of receipt of this notification unless contested. Make your check or money order payable to "Director of Budget and Finance." Please indicate the Inspection Number on the remittance.

HIOSH does not agree to any restrictions or conditions or endorsements put on any check or money order for less than the full amount due, and will cash the check or money order as if these restrictions, conditions, or endorsements do not exist.

Notification of Corrective Action - For each violation which you do not contest, you are required by Section 12-51-22 to submit an Abatement Certification to HIOSH. The certification must be sent by you within 5 calendar days of the abatement date indicated on the citation. For **Willful** and **Repeat** violations, documents (example: photos, copies of receipts, training records, etc.) demonstrating that abatement is complete must accompany the certification. Where the citation is classified as **Serious** and the citation states that abatement documentation is required, documents such as those described above are required to be submitted along with the abatement certificate. If the citation indicates that the violation was corrected during the inspection, no abatement certification is required for that item.

All abatement verification documents must contain the following information: 1) Your name and address; 2) the inspection number (found on the front page); 3) the citation and citation item number(s) to which the submission relates; 4) a statement that the information is accurate; 5) the signature of the employer or employer's authorized representative; 6) the date the hazard was corrected; 7) a brief statement of how the hazard was corrected; and 8) a statement that affected employees and their representatives have been informed of the abatement.

The law also requires a copy of all abatement verification documents, required by Section 12-55-22 to be sent to HIOSH, also be posted at the location where the violation appeared and the corrective action took place.

Employer Discrimination Unlawful - The law prohibits discrimination by an employer against an employee for filing a complaint or for exercising any rights under this Act. An employee who believes that he/she has been discriminated against may file a complaint no later than 60 days after the discrimination occurred with the Hawaii Occupational Safety and Health Division at the address shown above.

Employer Rights and Responsibilities - The enclosed booklet (Employer Rights and Responsibilities Following a HIOSH Inspection) outlines additional employer rights and responsibilities and should be read in conjunction with this notification.

Employees' Right to Contest - The law gives an employee or his/her representative the opportunity to object to any abatement date set for a violation if he/she believes the date to be unreasonable. The contest must be mailed to the Hawaii Occupational Safety and Health Division at the address shown above and postmarked within 20 calendar days of the receipt by the employer of this Citation and Notification of Penalty.

Inspection Activity Data - you should be aware that OSHA publishes information on inspection and citation activity on the Internet under the provisions of the Electronic Freedom of Information Act. The information related to your inspection will be available 30 calendar days after the Citation Issuance Date. You are encouraged to review the information concerning your establishment at WWW.OSHA.GOV. If you have any dispute with the accuracy of the information displayed, please contact this office.



NOTICE TO EMPLOYEES OF INFORMAL CONFERENCE

An informal conference has been scheduled with HIOSH to discuss the citation(s) issued on 05/04/2004. The conference will be held at the HIOSH office located at 830 PUNCHBOWL STREET, ROOM 425, Honolulu, HI 96813 on _____ at _____. Employees and/or representatives of employees have a right to attend an informal conference.

STATE OF HAWAII

Department of Labor and Industrial Relations
Hawaii Occupational Safety and Health Division

830 Punchbowl Street, Room 425
Honolulu, HI 96813

Inspection Number: 307257089
Inspection Dates: 04/06/2004 - 04/07/2004



Issuance Date: 05/04/2004

Citation and Notification of Penalty

Company Name: Hualalai Hotel Corp
Inspection Site: 100 Ka'upulehu Dr, Kailua Kona, HI 96740

Citation 1 Item 1 Type of Violation: **Serious**

29 CFR 1910.242(b) [Refer to chapter 12-79.1, HAR] was violated because:

Compressed air used for cleaning purposes was measured at 90 psi thus exposing employees to being struck by flying materials and embolism injuries.

29 CFR 1910.242(b) states "Compressed air shall not be used for cleaning purposes except where reduced to less than 30 psi and then only with effective chip guarding and personal protective equipment."

Location: Engineering Department by rear entrance

Date By Which Violation Must be Abated:
Penalty:

Corrected
\$2,975.00

See pages 1 through 3 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.

STATE OF HAWAII

Department of Labor and Industrial Relations
Hawaii Occupational Safety and Health Division

Inspection Number: 307257089
Inspection Dates: 04/06/2004 - 04/07/2004



830 Punchbowl Street, Room 425
Honolulu, HI 96813

Issuance Date: 05/04/2004

Citation and Notification of Penalty

Company Name: Hualalai Hotel Corp
Inspection Site: 100 Ka'upulehu Dr, Kailua Kona, HI 96740

Citation 1 Item 2 Type of Violation: **Serious**

29 CFR 1910.212(a)(1) [Refer to chapter 12-80.1, HAR] was violated because:

A 5-quart Hobart bowl mixer, a 20-quart Hobart bowl mixer, and a 60-quart Hobart bowl mixer were not provided with guards that would prevent employees from getting any part of their extremities caught in or struck by the rotating mixing blade.

29 CFR 1910.212(a)(1) states "One or more methods of machine guarding shall be provided to protect the operator and other employees in the machine area from hazards such as those created by point of operation, ingoing nip points, rotating parts, flying chips and sparks. Examples of guarding methods are-barrier guards, two-hand tripping devices, electronic safety devices, etc."

Location: Bakery

Date By Which Violation Must be Abated:

06/07/2004

Penalty:

\$1,700.00

A handwritten signature in dark ink, appearing to read "Nelson B. Befitel", written over a horizontal line.

NELSON B. BEFTEL
DIRECTOR

See pages 1 through 3 of this Citation and Notification of Penalty for information on employer and employee rights and responsibilities.

State of Hawaii
Department of Labor and Industrial Relations
HAWAII OCCUPATIONAL SAFETY AND HEALTH DIVISION
830 PUNCHBOWL STREET, ROOM 425
Honolulu, HI 96813



SUMMARY OF PENALTIES

Company Name: Hualalai Hotel Corp
Inspection Site: 100 Ka'upulehu Dr
Kailua Kona, HI 96740
Issuance Date: 05/04/2004

Summary of Penalties for Inspection Number	307257089
Citation 01, Serious	= \$4,675.00
TOTAL PENALTIES	= \$4,675.00

Make check or money order payable to the "Director of Budget and Finance." Please indicate the inspection number and dba, if company name is different, on the remittance. A fee of \$15.00 will be charged for any returned checks.

If receipt is desired, please indicate with payment; otherwise, your cancelled check will be your receipt.



Track & Confirm

Current Status

You entered 7003 3110 0003 5610 2598

Your item was delivered at 2:30 pm on May 05, 2004 in KAILUA KONA, HI 96745.

Track & Confirm

Enter label number:

SENDER: COMPLETE THIS SECTION		COMPLETE THIS SECTION ON DELIVERY	
<ul style="list-style-type: none"> Complete items 1, 2, and 3. Also complete item 4 if Restricted Delivery is desired. Print your name and address on the reverse so that we can return the card to you. Attach this card to the back of the mailpiece, or on the front if space permits. 		<p>A. Signature <i>[Signature]</i> <input checked="" type="checkbox"/> Agent <input type="checkbox"/> Addressee</p> <p>B. Received by (Printed Name) <i>JOE RESPIGIO</i> C. Date of Delivery <i>2004 May 5</i></p> <p>D. Is delivery address different from item 1? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No If YES, enter delivery address below:</p>	
<p>1. Article Addressed to: 307257089</p> <p>Mr. James Kostecky Resort Manager Hualalai Hotel Corporation P.O. Box 1269 Kailua-Kona, Hawaii 96745</p>		<p>3. Service Type</p> <p><input type="checkbox"/> Certified Mail <input type="checkbox"/> Express Mail</p> <p><input type="checkbox"/> Registered <input type="checkbox"/> Return Receipt for Merchandise</p> <p><input type="checkbox"/> Insured Mail <input type="checkbox"/> C.O.D.</p>	
<p>2. Article Number (Transfer from service label) 7003 3110 0003 5610 2598</p>		<p>4. Restricted Delivery? (Extra Fee) <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No</p>	

PS Form 3811, August 2001 Domestic Return Receipt 102595-02-M

U.S. Postal ServiceTM CERTIFIED MAILTM RECEIPT (Domestic Mail Only; No Insurance Coverage Provided)

For delivery information visit our website at www.usps.com

OFFICIAL USE

Safety	Postage	\$ 83	307257089
	Certified Fee	2.30	
	Return Receipt Fee (Endorsement Required)	1.75	
	Restricted Delivery Fee (Endorsement Required)		
Total Postage & Fees		\$ 4.88	

Postmark Here *2004 MAY 5 HAWAII*

Sent To **Hualalai Hotel Corporation**
 Street, Apt. No., or PO Box No. **P.O. Box 1269**
 City, State, ZIP+4 **Kailua-Kona, Hawaii 96745**

0039

7003 3110 0003 5610 2598

ABATEMENT CERTIFICATION

State of Hawaii

Department of Labor and Industrial Relations

HAWAII OCCUPATIONAL SAFETY AND HEALTH DIVISION

830 PUNCHBOWL STREET, ROOM 425

HONOLULU, HI 96813

Hualalai Hotel Corp

P O Box 1269

Kailua Kona, HI 96745

The hazard referenced in Inspection Number 307257089 for the violation identified as Citation 01 and item 002 was corrected on _____.

How corrected _____.

I attest that the Information contained in this document is accurate and that the affected employees and their representatives have been informed of the abatement activities described in this certification.

Signature

Typed or Printed Name